

2019.2.HRIR305

Reading list for HRIR305 Employee Recruitment and Selection

View Online



A. Podsiadlowski & C. Ward. (2010). Chapter 14 - 'Global mobility and bias in the workplace' of The Psychology of Global Mobility. In The psychology of global mobility: Vol. International and cultural psychology. Springer.

<https://ebookcentral.proquest.com/lib/vuw/reader.action?docID=603309&ppg=277>

Bangerter, A.; Roulin, N; König, C J. (n.d.). Personnel selection as a signaling game. Journal of Applied Psychology, 97, 719–738.

<https://search.proquest.com/docview/901639892/B93065CFB05B4240PQ/1?accountid=14782>

Bogen, M; Rieke, A. (n.d.). Help Wanted: an examination of hiring algorithms, equity and bias. <https://www.upturn.org/reports/2018/hiring-algorithms/>

Brown, P., Hesketh, A., & Williams, S. (2004). The mismanagement of talent: employability and jobs in the knowledge economy. Oxford University Press.

<https://ebookcentral.proquest.com/lib/vuw/detail.action?docID=422439>

Cappelli, P. (n.d.). Your Approach to Hiring Is All Wrong.

<https://hbr.org/2019/05/recruiting#your-approach-to-hiring-is-all-wrong>

Cascio, W. F. (2006). Managing human resources: productivity, quality of work life, profits (7th ed). McGraw-Hill/Irwin.

Cascio, W. F., & Aguinis, H. (2011). Applied psychology in human resource management (7th ed., International ed). Pearson Education.

Cook, M. (2004). Personnel selection: adding value through people (4th ed). J. Wiley.

<http://www.loc.gov/catdir/toc/ecip043/2003008913.html>

Ehrhart, K. H. (2005). Why Are Individuals Attracted to Organizations? Journal of Management, 31(6), 901–919. <https://doi.org/10.1177/0149206305279759>

Evers, A., Anderson, N., & Voskuijl, O. (2005). The Blackwell handbook of personnel selection: Vol. Handbooks in management. Blackwell Publishing.

<http://www.loc.gov/catdir/toc/ecip059/2005006582.html>

Furnham, A. (2018). The Great Divide: Academic Versus Practitioner Criteria for Psychometric Test Choice. Journal of Personality Assessment, 100(5), 498–506.

<https://doi.org/10.1080/00223891.2018.1488134>

Georgiou, K., Gouras, A., & Nikolaou, I. (2019). Gamification in employee selection: The

development of a gamified assessment. *International Journal of Selection and Assessment*.
<https://doi.org/10.1111/ijsa.12240>

Kullmann, M. (2019). Discriminating Job Applicants Through Algorithmic Decision-Making. *SSRN Electronic Journal*. <https://doi.org/10.2139/ssrn.3373533>

M. Orlitzky. (2007). Chapter 14 - 'Recruitment Strategy' of *The Oxford Handbook of Human Resource Management*. In *The Oxford handbook of human resource management*.
<http://www.oxfordhandbooks.com/view/10.1093/oxfordhb/9780199547029.001.0001/oxfordhb-9780199547029-e-14>

Martin, P. (n.d.). Chapter - 'Regulating private recruiters: the core issues' of *Merchants of Labour*. In *Merchants of labour*.
http://www.ilo.org/global/publications/ilo-bookstore/order-online/books/WCMS_PUBL_9290147806_EN/lang--en/index.htm

Miles, A., & Sadler-Smith, E. (2014). "With recruitment I always feel I need to listen to my gut": the role of intuition in employee selection. *Personnel Review*, 43(4), 606–627.
<https://doi.org/10.1108/PR-04-2013-0065>

O'Driscoll, M. P., Taylor, P. J., & Kalliath, T. (2003). *Organisational psychology in Australia and New Zealand*. Oxford University Press.

Phillip Brown, Anthony Hesketh, & Sara Williams. (2004). Chapter 5 - 'The science of gut feeling' of *The Mismanagement of Talent: Employability and Jobs in the Knowledge Economy*. In *The mismanagement of talent: employability and jobs in the knowledge economy*. Oxford University Press.
<http://www.oxfordscholarship.com/view/10.1093/acprof:oso/9780199269532.001.0001/acprof-9780199269532-chapter-5>

R. Dipboye & S. Johnson. (2008). Chapter 3 - "The clash between "best practices" for selection and national culture" of *The Influence of Culture on Human Resource Management Processes and practices*. In *The influence of culture on human resource management processes and practices: Vol. Series in Applied Psychology*. Psych Press.
http://www.VUW.eblib.com/EBLWeb/patron/?target=patron&extendedid=P_321534_0&

Robert Evans, Theo Christopher, & Thomas Stoffel. (2000). Chapter 12 - 'Managing human resource costs: costing HRM services' of *Human Resource Strategies: an Applied Approach*. In *Human resource strategies: an applied approach*. McGraw-Hill Book Company Australia.

Rosalind H. Searle. (2004). Chapter 3 - 'Selection assessment: reliability and validity' of *Selection and Recruitment*. In *Selection & recruitment: a critical text*. Palgrave Macmillan.

Roulin, N., & Levashina, J. (2019). LinkedIn as a new selection method: Psychometric properties and assessment approach. *Personnel Psychology*, 72(2), 187–211.
<https://doi.org/10.1111/peps.12296>

Sackett, P. R., & Walmsley, P. T. (2014). Which Personality Attributes Are Most Important in the Workplace? *Perspectives on Psychological Science*, 9(5), 538–551.
<https://doi.org/10.1177/1745691614543972>

Sara L Rynes, Alison E Barber, & Gale H Varma. (2000). Chapter 10 - 'Research on the employment interview' of *Industrial and Organizational Psychology: Linking Theory with Practice*. In *Industrial and organizational psychology: linking theory with practice*: Vol. Manchester business and management. Blackwell Publishers.

Searle, R. (2004). *Selection & recruitment: a critical text*. Palgrave Macmillan.

Spencer, L. M., & Spencer, S. M. (1993). *Competence at work: models for superior performance*. Wiley.

Stockdale, E., William, L. C., & Arevshatian, L. (2018). "Do I fit in?" Signals on corporate websites. *Human Resource Management International Digest*, 26(7), 7–11.
<https://doi.org/10.1108/HRMID-08-2018-0159>

Stone, D. L., Deadrick, D. L., Lukaszewski, K. M., & Johnson, R. (2015). The influence of technology on the future of human resource management. *Human Resource Management Review*, 25(2), 216–231. <https://doi.org/10.1016/j.hrmr.2015.01.002>

van Vianen, A. (2005). Chapter 19 - 'A review of person-environment fit research: prospects for personnel selection' of *The Blackwell Handbook of Personnel Selection*. In *The Blackwell handbook of personnel selection*: Vol. Handbooks in management. Blackwell Publishing. <http://www.loc.gov/catdir/toc/ecip059/2005006582.html>

Vieira Campos Proença, M. T., & Valente Dias de Oliveira, E. T. (2009). From normative to tacit knowledge: CVs analysis in personnel selection. *Employee Relations*, 31(4), 427–447.
<https://doi.org/10.1108/01425450910965469>

Voskuijl, O. (2005). Chapter 2 - 'Job analysis: current and future perspectives' of *The Blackwell Handbook of Personnel Selection*. In *The Blackwell handbook of personnel selection*: Vol. Handbooks in management. Blackwell Publishing.
<http://www.loc.gov/catdir/toc/ecip059/2005006582.html>

Wanous, J. P. (1992). *Organizational entry: recruitment, selection, orientation, and socialization of newcomers*: Vol. Addison-Wesley series on managing human resources (2nd ed). Addison-Wesley Pub. Co.

Yu, K. Y. T., & Cable, D. M. (2014). *The Oxford handbook of recruitment*: Vol. Oxford library of psychology. Oxford University Press.

Zide, J., Elman, B., & Shahani-Denning, C. (2014). LinkedIn and recruitment: how profiles differ across occupations. *Employee Relations*, 36(5), 583–604.
<https://doi.org/10.1108/ER-07-2013-0086>